

ASSOCIATE NEWS



FORWARD TOGETHER: OUR PATH AHEAD

Notice anything new? Recently, we've been updating our logo, brand, and service offerings. As customer needs shift, we're widening our aperture to support the broader waste and recycling industry and expand our service offerings. Today, we provide fully outsourced labor solutions across three divisions and seven specialties:

Leadpoint Waste & Environmental	Leadpoint On-Route	Leadpoint Manufacturing
MRFs, Landfills, Transfer Stations, PRFs & Polymer Operations	Route Helpers, Cart Tagging	Assembly & Production

We're thrilled to unveil our new company logo, designed to show that Leadpoint is a one-stop solution for workforce needs.

Look closely – can you spot the “L” in the design? We've also updated the LiveSafe logo to keep it modern and simple. Going forward, all new safety vests, hats, branded merchandise, and more will include our new logo.

In the coming months, you'll see more changes, including updates to our website. We're excited to continue growing and supporting the waste, environmental, and manufacturing industries and beyond.

When someone asks, “What does Leadpoint do?” We want all employees to feel confident answering the question.



We specialize in labor solutions for waste, environmental, and manufacturing industries. Our focus is on providing a dependable workforce that ensures safety, productivity, and stability for our customers. By partnering with Leadpoint, customers can offload the challenges of recruiting, training, onboarding, and supervising employees, freeing up their time and resources.



As we move forward with updates to our brand and services, let us continue to embody the values of reliability, safety, and customer satisfaction that define Leadpoint. Together, we are driving Leadpoint forward and making a real difference in the industries we serve.

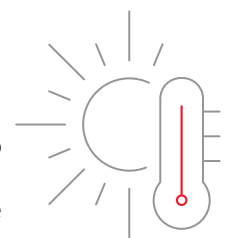
Frank Ramirez, CEO & President

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101 DAYS OF SUMMER!

Join us for our 101 Days of Summer Program from Memorial Day to Labor Day. Our goal is to reduce the risk of heat-related illnesses in our workplace this summer. Each site that completes the 101 days without any heat-related incidents will be rewarded with a celebratory lunch.



Don't forget these essential tips!

- **Quench Your Thirst:** Hydration is crucial for minimizing risks. Aim for one quart of water per hour throughout your shift to ensure you stay hydrated.
- **Stay Cool:** Take breaks in cool areas with shade or cooling amenities like air-conditioned breakrooms, misting machines, tents, or good ventilation.
- **Heat Illness Awareness:** Learn the common signs and symptoms of heat-related illnesses. Do not hesitate to speak up and report anything unusual.



Let's make this summer safe and enjoyable for everyone!



ON-ROUTE SUPPORT: FORT WORTH, TX



We're excited to announce the launch of our first on-route support operation in Fort Worth, Texas! We're committed to providing top-notch support to our customers, and our team of dedicated and highly-trained helpers is ready to make a difference. **Meet our first On-Route Helper, Fredrick Hickman, and On-Route Supervisor, Xavier Odhams, pictured here!**

WELCOME, ATIBA OVID AND BRIAN JACKSON

We extend a warm welcome to two new corporate team members. Atiba and Brian will be based out of our home office in Phoenix, AZ. We're confident their expertise will significantly contribute to our business's growth and success.



Atiba Ovid
VP of Finance
and Accounting



Brian Jackson
Director of Human
Resources

MEET OUR ONSITE MANAGER: CHARLES LIVELY, CHESTER, VA



Following in the footsteps of his father, who served in the Army, Charles joined the service a few years after high school. During his five years of service, Charles was deployed to Iraq for a year, served in the Army Air Assault teams for three years, and was deployed to Desert Storm for one year. His time in the military taught him about responsibility, teamwork, and commitment. These lessons have served him well throughout his professional and personal life.

Before joining Leadpoint, Charles had over 20 years of management experience and a background in recycling, where he learned the importance of quality materials in bales. Serving as an OSM at Leadpoint for four years now, his goal is to continue building a consistent team and ensuring thorough training in all processes. Charles emphasizes the importance of working closely with the team and line leads and getting to know each crew member personally.

"Charles has a big heart and an abundance of patience. Throughout this last year, he has become more involved in the facility and built a strong relationship with our customer," shared Harli Hubbard, Director of Operations, East.

CELEBRATING SAFETY IN OBERLIN, OH

Congratulations to our site in Oberlin, OH, for achieving a safe Q1 2024!

They marked this milestone with a safety lunch. Not only did they have an outstanding Q1, but they have also been accident-free for over 500 days! We applaud their success and hope they continue to set an example for all our sites.



MAY AND JUNE 2024 SERVICE MILESTONES

10 YEARS



Edgar Jimenez
Denver, CO



Patrick Smith
Las Vegas, NV

5 YEARS

Dustin Hubbard
OSM, Phoenix, AZ

**Maria Aparicio Perez,
Teresa Galvez De Rodriguez,
and Jose Rodriguez Fuentes**
Tacoma, WA

Vincent McCall and Dinh Nguyen
AXON, Phoenix, AZ

